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**STATE OF VERMONT
BOARD OF NURSING**

IN RE:

**Karen M. Dettor
License No: 26-19632**

Docket No. NU13-0701

STIPULATION AND CONSENT ORDER

STIPULATION

NOW COMES the State of Vermont, through its Attorney General, William H. Sorrell, and Karen M. Dettor, who stipulate and agree as follows:

1. The Vermont Board of Nursing has jurisdiction to investigate and adjudicate allegations of unprofessional conduct committed by nurses and nursing assistants pursuant to 3 V.S.A. §§129, 129a and 814; 26 V.S.A. §§1574, 1582, 1595 and 1598; the Board of Nursing's Rules and the Office of Professional Regulation's Rules.
2. Respondent Karen M. Dettor, of Warren, Vermont, is a registered nurse holding license number 26-19632, issued by the State of Vermont. This license was originally issued on about August 29, 1990 and it is currently active.
3. Respondent admits that on about June 13, 2001, she was convicted of violating 23 V.S.A. §1201(a)(2) (D.W.I.) and 13 V.S.A. §1028 & 1023(a)(1) (Simple Assault on a Police Officer) in Vermont District Court (Docket Nos. 2348-5-01 Cncr and 2349-5-01 Cncr), and that she is addicted to alcohol.
4. Respondent admits the conclusions of unprofessional conduct as set forth below in the Board's Order.

5. Respondent understands that the Nursing Board must review and accept the terms of the Consent Order. If the Board rejects any portion, the entire Stipulation and Consent Order shall be null and void.
6. Respondent has read and reviewed this entire document and agrees that it contains the entire agreement between the parties.
7. Respondent waives any notification period and agrees to have this document reviewed by the Board during the next available meeting. Respondent specifically waives any claims that any disclosures made to the full Board during its review of this agreement have prejudiced her rights to a fair and impartial hearing in future hearings if this agreement is not accepted by the Board.
8. Respondent is not under the influence of any drugs or alcohol at the time she signs this Stipulation and Consent Order.
9. Respondent voluntarily enters this agreement after the opportunity to consult with legal counsel and is not being coerced by anyone into signing this Stipulation and Consent Order.
10. Respondent voluntarily waives her right to charges and a contested hearing before the Board of Nursing.
11. Respondent agrees that the Board may set forth the order below.

ORDER

Based on the stipulation above it is **ORDERED AND ADJUDGED** as follows:

- A. By engaging in the conduct above, Respondent acted unprofessionally pursuant to, and in violation of: 26 V.S.A. §1582(a)(5) (...is addicted to the use of habit forming drugs).

B. The Nursing Board **CONDITIONS** the Respondent's license to practice for **EIGHTEEN (18) MONTHS**. The **CONDITIONS** on Respondent's license are as follows:

(1) Length of Time Conditions Imposed.

The conditions shall remain in place until Respondent has completed **eighteen (18) months** of nursing practice in which she works at least forty (40) hours every two (2) weeks in nursing [Part time hours of less than forty (40) hours every two (2) weeks shall be credited on a prorated basis].

(2) Abstain from Alcohol.

Respondent shall abstain completely from the consumption or the use or possession of any alcohol.

(3) Random Alcohol Testing.

Respondent shall submit to random alcohol urine screening at the request of the Board. Respondent shall ensure an identified contact person, with prior approval by the Board or its designee, shall administer random alcohol urine tests. All screens shall be negative.

(4) Notification of Place of Employment/ Personal Address/Telephone Number.

Within five (5) days of the date of entry of this Consent Order, Respondent shall notify the Board, in writing, of her current place of nursing employment (if she is employed as a nurse), personal address, and telephone number. Respondent shall further notify the Board, in writing, within forty-eight (48) hours of any change in nursing employment, personal address, or telephone number.

(5) Notification to Employers/Nursing School.

Respondent has already notified her current, immediate supervisor of the facts of this stipulation. Within ten (10) days of the date of entry of this Consent Order, Respondent shall cause her immediate supervisor to write to the Board, on the employer's letterhead, acknowledging the ability to comply with the conditions in the Consent Order. Respondent shall provide a copy of this Stipulation and Consent Order to all employers in any future setting in which she practices as a nurse and inform them of her conditional license status. Within ten (10) days of the date of any such subsequent employment, Respondent shall cause her immediate supervisor to write to the Board, on the employer's letterhead, acknowledging receipt of the Stipulation and Consent Order and the ability to comply with the conditions in the Consent Order. In the event Respondent is attending a nursing program, Respondent shall provide a copy of the Stipulation and Consent Order to the Program Director. Respondent shall cause the Program Director to write to the Board, on school letterhead, acknowledging receipt of the Stipulation and Consent Order and ability of the program to comply with the conditions in the Consent Order during clinical experience.

(6) Reports from Employers/Nursing School

Within one (1) month of the date of entry of this Consent Order and every month thereafter, Respondent shall cause every employer for which she has been employed as a nurse during that month to submit to the Board an evaluation of Respondent's performance and attendance during that month. This report shall be submitted in writing on forms issued by the Board. In the event the Respondent

attends nursing school, Respondent shall cause the Program Director to submit to the Board, on a monthly basis, a written evaluation of Respondent's performance and attendance. This report shall be submitted in writing on forms issued by the Board. Respondent shall authorize her employer and her nursing school administrator to provide all information requested by the Nursing Board, or its designee, either orally or in writing, at any time during the period the Consent Order is in effect.

(7) Release of Information Forms.

Respondent shall execute all release of information forms necessary to authorize probation, parole and/or health care providers who have treated Respondent for substance abuse, to release information described in this Consent Order to the Board of Nursing, its investigators, and the Attorney General's Office. All information disclosed to the Board shall be made available to its investigators and the Attorney General's Office. Respondent shall specifically execute a consent to disclosure form, which meets the requirements of 42 C.F.R. §2.31 to permit disclosure of all information regarding any substance abuse treatment to the Nursing Board, its investigators, and the Attorney General's Office. Any revocation by respondent of such a consent to disclosure during the term of this Consent Order shall be considered a violation of this Consent Order.

(8) Interview with the Board or its designee.

Respondent shall appear in person for interviews with the Board or its designee upon request.

(9) Re-issue of License.

Within five (5) days of the date of entry of this Consent Order, Respondent shall submit her license to the Board of Nursing for a re-issued license labeled "conditioned".

(10) Out of State Practice/Residence.

Before any out-of-state practice or residence can be credited toward fulfillment of these terms and conditions, Respondent shall first notify the Board before beginning such practice. If Respondent fails to notify the Board before, none of the time spent in out-of-state practice will be credited toward the fulfillment of the terms and conditions of this Consent Order.

(11) License Renewal.

In the event Respondent's license is scheduled to expire during the period this Consent Order is in effect, Respondent shall apply for renewal of the license, pay the applicable fee, and otherwise maintain qualifications to practice nursing in the State of Vermont.

(12) Costs.

Respondent shall bear all costs of complying with this Consent Order.

(13) Violation of the Consent Order.

If Respondent violates the terms of this Consent Order in any respect, the Board, after giving Respondent notice and an opportunity to be heard, may revoke the terms of the conditional license and take further disciplinary action. If

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a complaint or charges are filed against Respondent during the term of this Consent Order, the conditional license period shall be extended until the matter is final.

(14) Completion of Conditional License Period.

Upon completion of the conditional license period, Respondent may petition the Board to remove any and all conditions on her license and after formal review by the Board, Respondent's nursing license may be fully restored by appropriate Board action. Furthermore, Respondent must demonstrate, to the Board's satisfaction, that she has fully complied with all the terms of this Consent Order. The Board will not unnecessarily delay restoration of Respondent's license.

C. This Stipulation and Consent Order is a matter of public record and may be reported to other licensing authorities as provided in 3 V.S.A. §129(a).

D. This Stipulation and Consent Order will remain part of Respondent's licensing file and may be used for purposes of determining sanctions in any future disciplinary matter.

STATE OF VERMONT

WILLIAM H. SORRELL
ATTORNEY GENERAL

Dated: 10/17/02


by: William H. Ahlers
Assistant Attorney General

RESPONDENT
KAREN M. DETTOR

Dated: 10-16-02

by: Karen M. Dettor
Karen M. Dettor

EDWARD D. FITZPATRICK, ESQ.
BERGERON, PARADIS & FITZPATRICK
RESPONDENT'S ATTORNEY

Approved as to Form:

Date: 10-16-02

by: Edward D. Fitzpatrick
Edward D. Fitzpatrick, Esq.

APPROVED AND SO ORDERED: VERMONT BOARD OF NURSING

Dated: 11-4-02

by: Sandra Rice APRN
Acting Chairperson

Date of entry: 11/2/02